



## School Uniform Policy

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## Aims

- 1 This policy aims to:
  - Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
  - Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
  - Clarify our expectations for school uniform

## Legal duties under the Equality Act 2010

- 2 The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- 3 To avoid discrimination, our school will:
  - Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
  - As far as possible, make sure that our uniform is available at the same cost for all pupils
  - Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
  - Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
  - Allow pupils to wear headscarves and other religious or cultural symbols
  - Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Gemma Hobbs, Deputy Headteacher, who can answer questions about the policy and respond to any requests

## Limiting the cost of school uniform

- 4 Our school has a duty to make sure that the uniform we require is affordable, in line with [statutory guidance](#) from the Department for Education on the cost of school uniform.
- 5 We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.
- 6 We will make sure our uniform is available at a reasonable cost and provides the best value for money for parents/carers
- 7 We will do this by:
  - Carefully considering whether any items with distinctive characteristics are necessary
  - Limiting any items with distinctive characteristics where possible
  - Considering cheaper alternatives to school-branded items, such as trousers from any supplier
  - Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
  - Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler

- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## Expectations for school uniform

- 8 Alderbrook's school uniform guidance is outlined [here](#)
- 9 Monkhouse Schoolwear, Midland Schoolwear and Concept Schoolwear are our designated suppliers. Other providers are available for non personalised items.

## Expectations for our school community

### Pupils

- 10 Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:
  - On the school premises
  - Travelling to and from school
  - At out-of-school events or on trips that are organised by the school, or where they are representing the school
- 11 Pupils are also expected to contact Ama Thandi, Assistant Headteacher if they would like to request an amendment to the uniform policy in relation to their protected characteristics.

### Parents and carers

- 12 Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is clean, clearly labelled with the child's name and in good condition
- 13 Parents are also expected to contact Ama Thandi, Assistant Headteacher if they would like to request an amendment to the uniform policy in relation to their child's protected characteristics or the cost of the uniform.
- 14 Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.
- 15 Disputes about the cost of the school uniform will be Dealt with in accordance with our school's complaints policy and resolved locally where possible.
- 16 The school will always aim to work closely with parents to arrive at a mutually acceptable outcome.

### Staff

- 17 Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with pastoral team if the situation doesn't improve.
- 18 Ongoing breaches of our uniform policy will be dealt with by our pastoral team.
- 19 In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### Trustees

- 20 The Trust Board will review this policy and make sure that it:
  - Is appropriate for our school's context
  - Is implemented fairly across the school
  - Takes into account the views of parents and pupils
  - Offers a uniform that is appropriate, practical and safe for all pupils
- 21 The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every five years.

### Monitoring arrangements

- 22 This policy will be reviewed every three years by Gemma Hobbs, Deputy Headteacher. At every review, it will be approved by Trust Board
- 23 This policy is linked to our:
  - Behaviour policy
  - Equality information and objectives statement
  - Anti-bullying policy
  - Complaints policy